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**New Jersey  
Chapter**



**Volume 20, No. 3**

**Fall 2013**

# Pharma Bulletin

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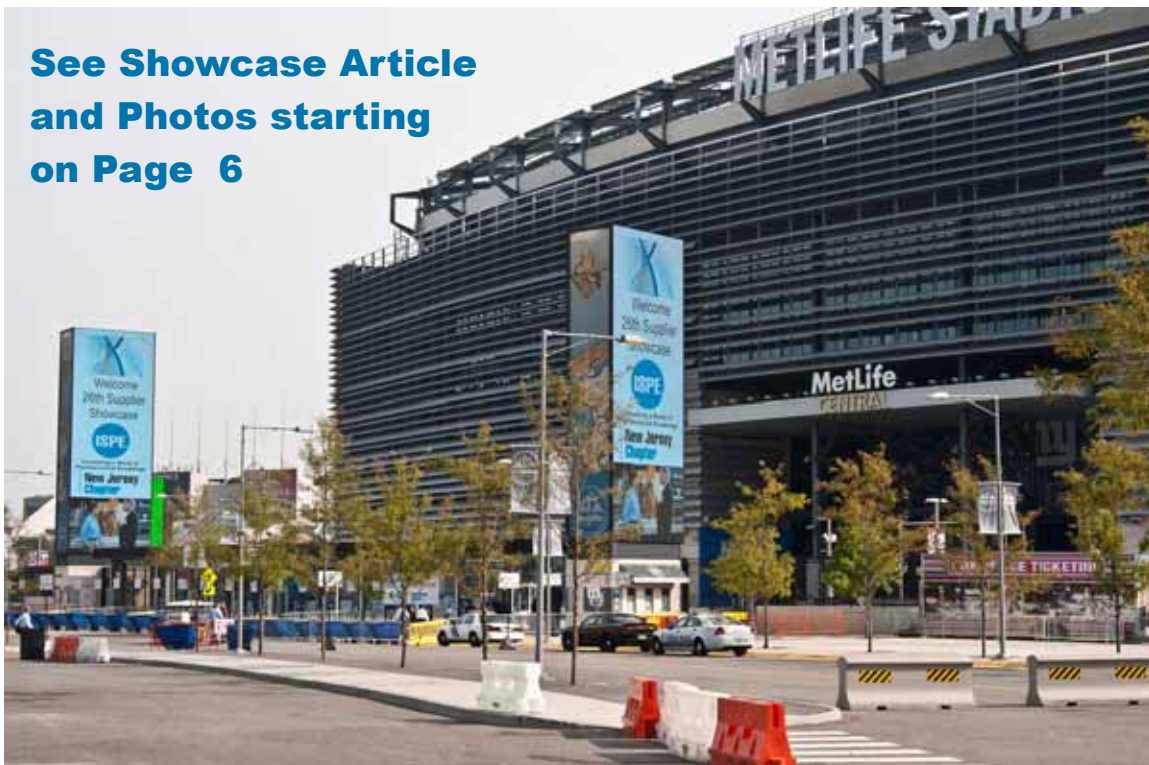
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# President's Message

I am so excited to be this year's ISPE NJ Chapter President. I became an ISPE member back in 1995. Since then, I have volunteered as a reviewer for ISPE's Article of the Year and held multiple positions on the NJ ISPE Board such as chair of the Programs Committee, Secretary, Treasurer and Vice President. During my journey, I have met so many wonderful people who have not only influenced my decisions but changed my life. It is one of the reasons that I am currently a Senior Manager at Johnson & Johnson. Our newly elected board has some extremely dedicated and amazing members that will be bringing our 1200+ NJ ISPE Chapter members great technical programs, fun social events and plenty of networking opportunities.

We have many committees that are in place to provide our membership with all that ISPE has to offer. Our active committees include Programs, Professional Development, Communications, Membership and Marketing, Technology, Young Professionals, Student Activities, Nominations and By-Laws, Community Affairs, Executive Advisory Council and Past Presidents. Over my 18 year history with ISPE, I have been able to support each of these committees and have truly enjoyed the input that I have been able to provide as well as the knowledge that I have received. If you are looking for an organization to get involved with, we are always looking for volunteers to support each of these committees and their commitments for the upcoming year.

Our first event of the year, The Supplier Showcase, was held on September 12 at METLIFE Stadium. I had a wonderful time attending the educational sessions, meeting with our vendors/suppliers who supported the event and participating in our first Speed Networking activity. For those of you who were able to attend, I hope you enjoyed it as much as I did. For those of you who were not able to attend, I hope to see you at some of our upcoming events. Our programs committee is busy planning our next set of events which include a holiday party in December, technical sessions in January and March, the student poster competition in April and a golf outing at the Neshanic Country Club in May. These are great opportunities to meet with your fellow colleagues as well as stay connected with industry trends.

If you would like to volunteer, suggest new ideas or discuss any of the upcoming events, please feel free to get in touch with me. I am looking forward to a wonderful year and I hope you will be there to join me.

**Nandita Kamdar**  
ISPE New Jersey Chapter



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Deadline For Submissions:  
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# Letter from the Editors

The New Jersey Chapter continues to offer outstanding programs and networking events that promote technical learning and team building. As you recall, this year's programs' calendar changed from previous years. Rather than scheduling monthly sessions, the Chapter focused on quality programs that would attract and benefit all sectors of our membership.

The New Jersey Chapter offered our members the following programs this year:

- ◆ In February we held The Gala and Student Scholarship Fund Raising Event.
- ◆ In April we offered the Student Poster Competition.
- ◆ The Student Poster Competition was followed by the April Educational Event.
- ◆ The Chapters' annual Golf Outing was held at Neshanic Valley Golf Course on May 13. We have reserved Tuesday, May 20 for next year's outing.
- ◆ In August a busload of baseball fans cheered for the New York Yankees
- ◆ And in September another successful Supplier Showcase was held at MetLife Stadium
- ◆ The following event is still to come for this year:

The Holiday Party and Charity Event will take place on December 12 at the Nassau Inn in Princeton. For additional information please see the invitation posted in this Newsletter.

We look forward to seeing you at the upcoming Chapter events and encourage your continued active participation in ISPE.

**Nancy Tomoney**  
Secretary — Board of Directors  
ISPE New Jersey Chapter

**Rich Smith and Jenn Biro**  
Chair — Communications Committee  
ISPE New Jersey Chapter

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## CHAPTER SPONSORS



## NJ Chapter Visits Yankee Stadium



On Friday evening, August 9 over 75 NJ Chapter Members, families, and guests visited Yankee Stadium in the Bronx to witness the Yankees eke out a win of 4 to 3 in 10 innings against the Detroit Tigers.

This event, organized very effectively by our Programs Committee, included a comfortable tour bus ride to and from the ballpark, a boxed dinner and refreshments, all in a convenient, safe and comfortable environment.

All who attended had a great time with our fellow Members, their families and our guests...what could be a better way to spend an evening beyond the confines of our busy everyday corporate lives? The Chapter plans to consider more such "social" events to promote interaction between industry Members while having some fun and supporting the local community along the way.

We can't help but wonder if Dave Kristjanson's son in the picture below is contemplating his future as a Yankee, ISPE Program Committee Chairman or just hoping the bus is leaving soon!



# The Holiday Party is right around the corner!

Nestled in the heart of Palmer Square directly across from Princeton University is the beautiful and historic Nassau Inn where the ISPE NJ Chapter's Holiday Party will take place. This year's event will be especially bright as we all gather together to network and share in the holiday excitement. We will be holding a Holiday Gift Giving for all attendees at the end of the evening sponsored by industry companies.

In addition to enjoying a festive party please help support *Move For Hunger* by bringing unopened, non-perishable food donations. Or make a donation online at [www.moveforhunger.org/donate](http://www.moveforhunger.org/donate). Registration information will be sent out shortly and will also be available on the ISPE NJC website.



## ISPE NJ Chapter Holiday Party

December 12, 2013 | 6:00pm-10:00pm

Nassau Inn, Ten Palmer Square, Princeton, NJ 08542

Nestled in the heart of Palmer Square directly across from Princeton University is the beautiful Nassau Inn, built in 1756, where the ISPE NJ Chapter's Holiday Party will take place. This year's event will be especially bright as we all gather together to network and share in the holiday excitement. We will be holding a Holiday Gift Giving for all attendees at the end of the evening sponsored by industry companies. \*Please help support *Move For Hunger* by bringing in unopened, non-perishable food donations. Or make a donation online at [www.moveforhunger.org/donate](http://www.moveforhunger.org/donate).

### Check-In begins at 5:45pm SHARP

- 2 -hours of Sponsored Premium OPEN BAR (followed by a cash bar)
- Plentiful passed hors d'oeuvres and carving/pasta stations
- Sponsored Dessert Area

#### Cost\*:

*Sponsorship Information Below (Does not include attendance)*

Member: \$90

ISPE Student Chapter Member: \$50

Non Member: \$110

Guest/Spouse: \$75

\*Cancellations received after 5:00 p.m. on December 2, 2013 and "no shows" will still be billed.

### SPONSORSHIPS AVAILABLE: [First come, first served]

**BAR SPONSOR: \$500 (Only 4 will be accepted)**

**DESSERT SPONSOR: \$500 (Only 4 will be accepted)**

Your Company Logo at the bar or dessert area (you choose). Name recognition on all announcements and during the event, as well as in the 2014 ISPE NJ Newsletter.

**HOLIDAY GIFT SPONSOR: \$125 (Only first 15 will be accepted)**

Your money goes towards a gift that ISPE will purchase (something nice) that will be wrapped with your company name on the outside of it on a gift tag. You will receive name recognition at the gift giving activity (end of event) and in the newsletter.

*Prefer to mail a check? (EventBrite invitation will be sent out shortly for credit card processing)*

Please make check out to: ISPE NJC

Mail to: 1039 Route 28, North Branch, NJ 08876 (Please designate which sponsorship level you prefer )



## 26<sup>th</sup> New Jersey Chapter Supplier Showcase a Big Success!

The 26<sup>th</sup> Annual ISPE NJ Chapter Supplier Showcase was very successfully held at MetLife Stadium on Thursday September 12 and attended by nearly 650 industry professionals, suppliers, students and friends of the Chapter. More than 100 Exhibitors and NJ Marketplace representatives (not-for-profit organizations) participated with tabletop exhibits. The Showcase was held for a second consecutive year at MetLife Stadium, home to the 2014 Super Bowl, as well as the NY Giants and NY Jets football teams and a variety of other athletic and entertainment events, and several new and exciting activities were added to the event this year to broaden the program.



Educational Programs were offered in two tracks, Sustainability and the Future of the Industry. The Sustainability track featured speakers from the US EPA Energy Star Program, and industry representatives of Novartis, Pfizer and Johnson & Johnson addressing their organization's approach to sustainability. Representatives of the FDA, the Healthcare Institute of New Jersey (HINJ) and ISP addressed the future regulatory environment, the future of life sciences and of biologics manufacturing and the Showcase Steering Committee welcomes input on educational topics of interest for next year's Showcase event, as they begin planning for 2014.

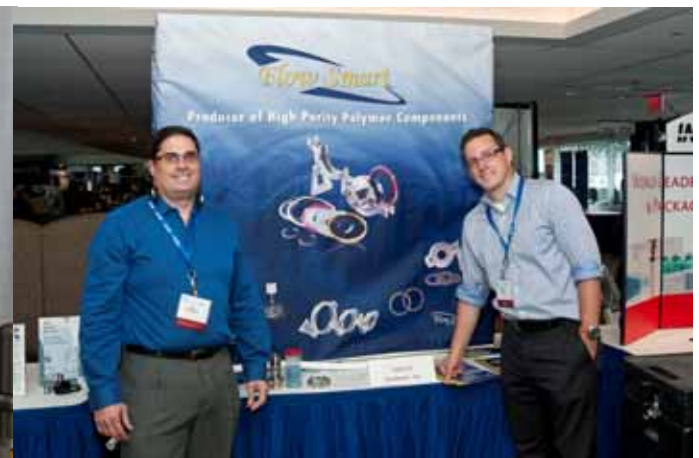
Two brand new programs were added at this year's Showcase event: Speed Networking and Exhibitor Spotlights. The Speed Networking program was organized to allow interested exhibitors to meet for 10 minutes with operating company senior engineering representatives on a one-on-one, private basis during a prescheduled portion of the event. Participating operating companies included Johnson & Johnson, Purdue Pharma, Pfizer and Bristol-Myers Squibb and the feedback from the exhibitors who participated was very positive.

Exhibitor Spotlights were made available to exhibitors who wished to have a 10 to 15 minute window to present their products or services to attendees in a more intimate setting away from the main exhibition floor. The response to the Exhibitor Spotlights was very positive and the concept will be carried forward into 2014.

Again in 2013, the attendees enjoyed stadium tours, visits with the NY Jets Flight Crew Cheerleaders and autograph sessions with NY Giants and Jets alumni. The food and refreshments were plentiful and tasty and several lucky participants walked away with gift cards, I-Pads and even a new 60" flat screen television as door prizes! All great reasons to put the 2014 ISPE NJ Chapter Supplier Showcase on your calendar as soon as the date is announced.

**See Photos on Pages 7 and 8**







## Brain Puzzler #9

We were very pleased to receive 5 correct responses to Brain Puzzler #8, published in the 2<sup>nd</sup> Quarter 2013 Pharma Bulletin and all were received within few days of publication, looks like we will have to present some tougher puzzlers in the future. The correct answer to Puzzler #8 was 3.

The first correct response was received from Karen Zimm from Johnson & Johnson. As reported in previous Newsletters, the NJ Chapter is offering the first correct respondent a \$75.00 credit to be applied to any of the upcoming events they may wish to attend. Congratulations, Karen.

Here is the Brain Puzzler for this issue and the rules remain the same. Please forward your responses to [Rich.Smith@mwgroup.net](mailto:Rich.Smith@mwgroup.net) and include a reference to Brain Puzzler #9 in the subject line to ensure your e-mail is not blocked as spam or some other mischievous item. Good luck!

### Brain Puzzler Question:

You are standing outside a closed door. On the other side of the door is a room that has three light bulbs in it. The room is completely sealed off from the outside. It has no windows and nothing can get in or out except through the door. On the outside of the room there are three light switches that control each of the respective light bulbs on the other side of the door.

Your assignment is to determine which light switch controls which light bulb. You are allowed to enter the room only once, and once you come out, you must be able to state with 100% certainty which light switch controls which light bulb.

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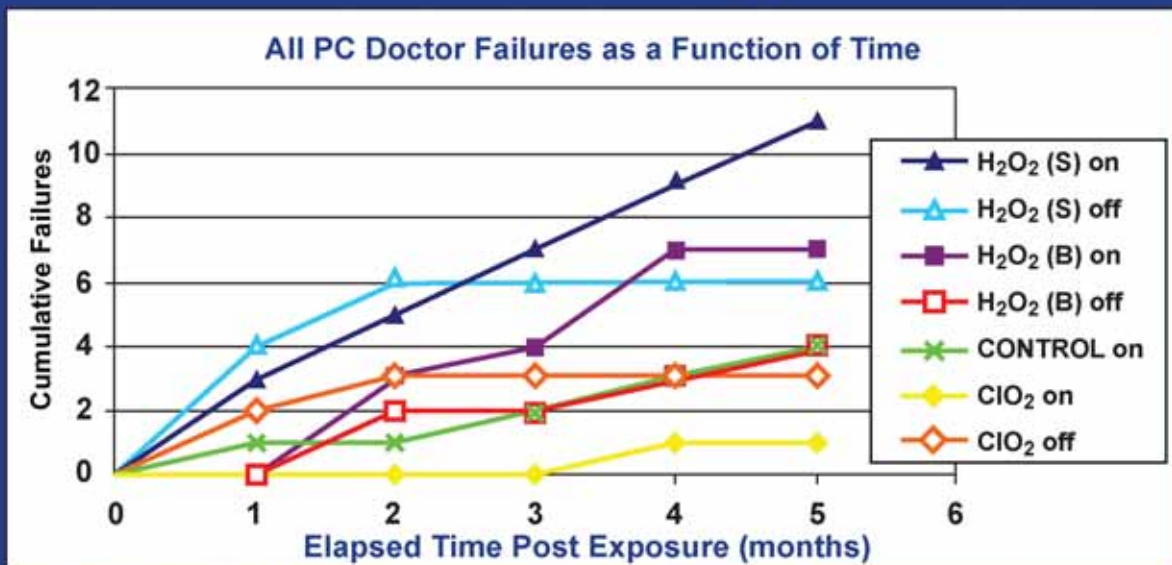
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## ClO<sub>2</sub> vs. H<sub>2</sub>O<sub>2</sub>: Which is more corrosive? ... US EPA shows H<sub>2</sub>O<sub>2</sub> is.



Snyder, Emily, "Indoor and Outdoor Decontamination" Presentation at EPA Region 9 / ORD Homeland Security Research Workshop, July 14, 2011 San Francisco, CA.

www.clordisys.com

## **CPIP News**

# **CPIP (Certified Pharmaceutical Industry Professional) Will Become a Recertification Program Effective 30 November 2013**

The New Jersey Chapter would like congratulate our latest Member to achieve the CPIP Certification.  
Mr. Randy A. Dwiggins, PE, CPIP  
Principal Automation Engineer  
NNE Pharmaplan

The CPIP credential is for industry professionals around the world working in and supporting product development through manufacturing.  
ISPE's certification program, CPIP, will evolve to a re-certification program as of 30 November, 2013. Professionals who are currently holding the CPIP credential will be able to maintain that credential and be recognized for demonstrating the level of competence required to achieve it as long as they continue to meet recertification guidelines  
Professionals currently in the process of seeking the credential will have until 31 May 2014 to complete all requirements.

For more information go to: <http://www.ispe-pcc.org/certified-pharmaceutical-industry-professional/roster-list>

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## **New Jersey Chapter 2014 Program Calendar**

The following events have been planned for the 2014 calendar year. Please check your email and the Chapter website calendar for specific times and locations for these events.

- ◆ **January 16 - Educational Program - *Capital Project Cost Benchmarking***  
  
at Pfizer, Peapack, NJ
- ◆ **March - Professional Development - *Serialization, Specific Date TBD***
- ◆ **April 22 - Dual event: Student Poster Competition and Professional Development**  
  
at BMS in Plainsboro, NJ
- ◆ **May 20 - Golf Outing at Neshanic Valley Golf Course**

# Career Doctor Don Answers Your Questions



*Don Sutaria is Founder and President of CareerQuest, located in New Jersey and New York. Don earned his MS degree in Management from Kansas State University, an IE (Professional) degree in International Management and Personnel Relations from Columbia University, and obtained New York University's postgraduate Certificate in Adult Career Planning and Development. A popular speaker and author, his latest book is titled, **Career and Life Counseling From the Heart (Your Career is a Pathway to Your Soul!)**.*

**Question:** I am in my forties and have been employed for the past twenty years as a Chemical Engineer in a large pharmaceutical manufacturing company. There are rumblings in this industry that very large companies are going to merge with large-scale layoffs in the offing. Is there any way to predict if I am going to lose my job and try to prevent it?

Matthew J. (NJ)

**Answer:** Dear Matthew:

## Help is on the Way

I am not a magician but based on many years experience in career coaching I can certainly offer a few tips.

You may have heard the popular saying that *the bride is the last one to know that she is getting married*. If you have ever been laid off, it is like getting hit from behind by a Mack truck! Everyone sees it coming except the person being run over. The victim of layoff will be angered, shocked, surprised, and will pass through various stages of the grieving process -- anger, shame, fear, sadness, and self-pity. Of course, losing one's job is very devastating, one of the greatest stressors in life, but miraculously most of us survive!

I don't intend to be negative about it but perhaps we can see some telltale indicators of the impending doom, instead of burying our heads in the sand! This self-awareness allows us to take some measures early on, which may reduce the sting and bite.

## The Diagnostic Test

But first, let's try some telltale indicators to predict the future of your present job. Please try to answer the following seventeen questions as honestly and undefensively as possible, without panic.

1. Has the personal relationship with your immediate supervisor deteriorated during the past six months for any reason?
2. Has your work performance diminished lately, regardless of the reasons?
3. Is your industry currently going through a contraction cycle because of financial or technical reasons? (example: pharmaceutical/biotechnology, Internet)
4. Does the country's politics dictate the winds of change? (example: Democrats or Republicans in power)
5. Is the competition for your company's products or services extremely acute, based on comments by sales people?

(Continued on Next Page)

**(Dr. Don continued from previous Page)**

6. Are strikes and benefits/wage settlements by your company casting a pall on its economic future? (example: airlines, automotive)
7. Is there a new supervisor now between you and your previous boss?
8. Are you, all of a sudden, being saddled with an exorbitant workload or very few assignments, to ensure your failure?
9. Are you being moved to a smaller office or a cubicle?
10. Are you receiving excessive criticism from all quarters, compared to previously, and your boss is not defending you as was done in the past?
11. Is your company being acquired by or merged with another larger company?
12. You are not being invited to important meetings and do not receive key reports?
13. Has your supervisor dropped hints that your talents could be better utilized elsewhere?
14. Have your contacts with clients diminished?
15. Have you been frozen out of social functions?
16. Was your title changed during the past three years, showing decreased responsibility?
17. You did not receive a substantial pay increase in the past year?

If you have answered at least ten questions in the affirmative, your job is highly vulnerable! *Beware, the axeman cometh!*

## **Potential Solutions**

But it is not too late! You can become a turnaround specialist for your own good!

These twenty-one suggestions below are not cast in stone but they have helped turn the stakes in people's favor and allowed them to hold on to their jobs by the skin of their teeth. It shows that you are a part of the team and that we are all in this together.

- Project a new enthusiastic attitude towards your job and keep them wondering and guessing. I don't mean in a phony way but sincerely.
- Try to come in a little earlier and leave a later than usual. An extra half hour at the start and end of each working day is not unreasonable.
- Show eagerness to take on some extra duties, responsibilities and projects.
- Keep an up-to-date resume in your briefcase at all times and keep up with your networking contacts.
- Don't neglect your physical, mental, emotional, spiritual, social, financial, cultural, and educational life. If you slip now, it will be very difficult to reclaim it!
- Get active in professional organizations, alumni and other special interest groups related to your work life.
- Get into the fighting-fit mode by regularly screening jobs on the Internet and other print media.
- Register with at least six executive recruiters and employment agencies.
- Get the advice of a good career counselor or career coach.
- Cut back on wants and luxuries, and develop a stringent budget for family needs...and stick to it!
- Make sure your project priorities coincide with those of your boss.

**(Continued on Next Page)**

(Dr. Don continued from previous Page)

- Keep a "Hero File" of your accomplishments. If it does not help in the present job, at least it will serve as a springboard for your resume and interviews. Leave behind good documentation in your present company's files, highlighting your accomplishments.
- Don't whine and criticize your boss or your company, especially around peers and subordinates.
- If you have a good mentor, seek their advice.
- Do such a good job that your boss will get promoted.
- See if you can get transferred to another department, with your boss's help.
- Keep on doing a good job...nay, better than a good job!
- Remember that 90% of success is just showing up!
- Continue to contribute, and learn, and grow, relentlessly.
- Develop a survivor mentality by never assuming that your job is safe.
- Realize that job security comes from your inner strengths.

## Epilogue

In spite of all our human efforts, the ball may drop on our heads. What should we then do?

Some suggestions:

- Don't go into unreasonable panic.
- Don't make your boss your enemy.
- Don't badmouth your company or your boss.
- Don't be so proud that you fail to negotiate a good severance package.
- Do play upon your boss's emotions to receive an equitable settlement.
- Do project confidence in yourself.
- Do remember that good things, like getting an even better job, take time.

Matthew, good luck! Call me if you wish to chat.

***[Special note: Please send your career-related questions to [don@careerquestcentral.com](mailto:don@careerquestcentral.com) and also visit our website at [www.careerquestcentral.com](http://www.careerquestcentral.com). Questions will be selected based on their contemporary nature and general interest. We regret we will not be able to send individual replies as in the past, because of the large volume of domestic and international e-mails. Your patience and understanding are appreciated.]***

# ISPE NJC Welcomes 44 New Members

(September 2013 through October 2013)

**Dr. Ashok Bapat**, ARBConserv  
**Rico Barbet**, BRACCO Diagnostics Inc.  
**Diane K. Blake**, Bayer Healthcare  
**Chante Butler**, Deloitte  
**Michael Di Fiore**, Manhattan University  
**Dr. Jeffrey Eckert**, Celgene Corporation  
**Donald J. English**, Avon Products, Inc.  
**Dave Etterbeek**, Xybion Corporation  
**Antonio L. Fernandez**, Colgate-Palmolive Co  
**Anthony Frank**, Celgene Corp  
**Ashley Harrison**  
**John M. Havlicek**, A&Z Pharmaceutical  
**Vicky Y. He**, GlaxoSmithKline  
**Han Hu**, University of Pennsylvania  
**Dr. Binoy Jose**, Novartis  
**Bhushan B. Katkade**, Fougera Pharmaceuticals Inc  
**Halina Kolano**, Teva Pharmaceuticals  
**Andy O. Lai**, Genzyme Corp.  
**Dr. Dasaradhi Lakkaraju**, Cispharma  
**Maria Katrina Lapasaran**, Genzyme Biosurgery - A Sanofi Company  
**Jennifer Laracy**, IFF  
**Robert D. Lawrence**, Glatt Air Techniques  
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**Jack C. Ryan**, Manhattan College  
**Domenick Salvemini**, Bonfiglioli Engineering N/A  
**Robert Scarth**, Clintrak Clinical Labeling Services  
**Denis R. Scheper**, Aprecia Pharmaceuticals  
**Jasmine Shankey**, Regeneron Pharmaceuticals  
**James Shirey, Jr.**, Pfizer  
**Dr. Keith C. Silverman**, Ashland Inc.  
**Richard Simone**, Bracco Diagnostics  
**Kevin F. Smedley**, The College of NJ  
**Shih Cheng Wen**, Kingsborough Community College  
**Amie Wengryn**  
**Murray Williams**, Camfil  
**Naveen Kumar Reddy Yaragudi**, NJIT



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### Committee Member

Bob Lechich, CPIP

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